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1.0 Letter of Transmittal

GOVERNMENT OF
NEWFOUNDLAND
AND LABRADOR
Women's Policy Office

November 22, 2005

In accordance with government's commitment to accountability, I am pleased to submit the annual report of the Women's Policy Office. The report was prepared under my direction and documents the activities and outcomes of the Women's Policy Office from April 1, 2004 to March 31, 2005.

Joan Burke, MHA
Minister Responsible for the
Status of Women

2.0 Entity Overview

The Women's Policy Office was established in 1985 to provide specific resources within the government structure to pursue equality for women through government policies and programs. This program reports to the Minister Responsible for the Status of Women, the Honourable Joan Burke.

2.1 Vision

The vision of the Women's Policy Office is:

> *A Newfoundland and Labrador where women achieve economic equality, receive equitable treatment and fair access to opportunities, participate fully in decisions which affect them and their communities, and are free from violence.*

2.2 Mission

The mission of the Women's Policy Office is:

> *To advance women's social, legal and economic equality in Newfoundland and Labrador by undertaking special initiatives and helping develop gender inclusive legislation, policies and programs based on research and consultation with women and women's organizations.*

2.3 Lines of Business

The Women's Policy Office has reviewed its lines of business in an effort to better articulate the discrete and coherent sets of end products and services delivered by the office. Therefore, the core lines of business identified by the Women's Policy Office are as follows:

Policy Analysis and Advisory Services: The Women's Policy Office broadly defines policy as any action taken by government and applies gender based analysis to government policy in such forms as legislation, programs and services. By applying gender based analysis to government policy and facilitating other departments' application of gender based analysis. The Women's Policy Office provides advice to departments on how women are affected, highlights needs and gaps and advises on how gender equity would be better achieved.

Information Collection and Dissemination Services: The Women's Policy Office is responsible for collecting policy relevant information from a variety of sources to provide evidence based policy advice and report annually on the status of women. To meet this responsibility, the Women's Policy Office maintains a public library on women's issues, collects statistics and conducts research to assess the current status of women, as well as to identify systemic inequities and information gaps. As part of the information collection process, the Women's Policy Office consults regularly with women and women's organizations to identify ongoing and emerging issues of special concern as well as potential solutions. Beyond providing policy advice to government departments, the Women's Policy Office performs a more public information dissemination function through publications, events and initiatives to raise awareness of issues such as date rape, International Women's Day and Violence Prevention Month.

Violence Prevention Initiative: The Women's Policy Office leads the provincial Violence Prevention Initiative. Through coordination, facilitation and collaboration, government and community partners promote public awareness on violence, develop and deliver training and education programs, work towards improved and better coordinated services for victims of violence and conducts research. The Violence Prevention Initiative also provides grants for six Regional Coordinating Committees, as well as the Transition House Association of Newfoundland and Labrador and the Newfoundland and Labrador Sexual Assault Crisis and Prevention Center.

Grants Program: The Women's Policy Office provides non-repayable grants to eight Status of Women Councils to operate Women's Centres across the province. These centers provide grassroots information, referral, education, community leadership and support services directly to women in communities on critical legal, health, economic and social equality issues. Non-repayable funding is also provided and available to other equity seeking groups for activities and initiatives that seek to advance the status of women in Newfoundland and Labrador.

2.4 Number of Employees

The office has a core complement of eight positions consisting of the following:

- Assistant Deputy Minister
- Secretary
- Director of Research and Planning
- Clerk IV
- Manager of Information Services
- Communications and Policy Research Analyst
- Senior Research and Policy Analyst
- Library Technician

The Violence Prevention Initiative is staffed by a contracted manager position. All positions are currently filled by women.

2.5 Physical Location

The Women's Policy Office is located in St. John's on the fourth floor of the Confederation Building, West Block. The Women's Policy Office contracts delivery of services to St. John's, Bay St. George, Port aux Basques, Corner Brook, Gander, Labrador City, Happy Valley-Goose Bay and Grand Falls-Windsor through eight Status of Women Councils located across the province as well as through six regional coordinating committees associated with the Violence Prevention Initiative.

2.6 Key Statistics

In 2003-2004, the Women's Policy Office had an estimated budget of $1.451 million. The Opening Doors program contributed an additional $29,000 to the salary budget and fully sponsored the Library Technician position. All revenues were received from the Government of Newfoundland and Labrador and allocated as follows:

Budget Estimates 2004-2005 Women's Policy Office	**2004-2005**	**Percent of Total**
Salaries	$449,200	31.0%
Employee Benefits	$1,500	0.1%
Transportation and Communications	$55,700	3.8%
Supplies	$20,800	1.5%
Professional Services	$101,100	7.0%
Purchased Services	$67,200	4.6%
Property, Furnishings and Equipment	$6,500	0.5%
Grants and Subsidies	$745,000	51.5%
Total	**$1,447,000**	**100.0%**

3.0 Shared Commitments

The goals and mandate of the Women's Policy Office can only be achieved through working in partnership with government departments, other provincial and federal governments, and community and industry partners. In 2004-2005, the Women's Policy Office worked in partnership with a wide variety of departments and groups as its core approach to achieving its vision and mandate. Key shared commitments include:

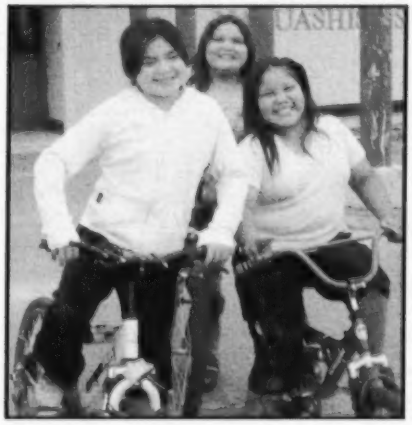
The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Platform for Action – International commitments to women's equality are shared with the federal government as well as the other provinces and territories. The Women's Policy Office participates in the Senior Officials Committee of the Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women as well as various FPT working groups. Through these committees, the Women's Policy Office collaborates with other provinces on shared jurisdictional issues as well as other issues for which joint action is most effective. In 2003, the United Nations committee on CEDAW responded to Canada's 2002 report to CEDAW. This committee highlighted key areas for Canada's improved performance in meeting the commitments of the Convention. In response, senior officials of the FPT Ministers Responsible for the Status of Women began developing an action plan to address these areas.

Violence Prevention – The Women's Policy Office leads a community-government partnership to address violence, including violence against women. Government partners include the departments of Justice, Health and Community Services, Education, Human Resources, Labour and Employment, Labrador and Aboriginal Affairs and Education, along with the Rural Secretariat, the Newfoundland and Labrador Housing Corporation and Labour Relations Agency. Community partners include those working to protect those most at risk in our society – women, children, the elderly, and other vulnerable populations who are victims of violence because of their race, ethnicity, sexual orientation or ability. This group works to improve the effectiveness and accessibility of services and supports for victims of violence as well as the long-term goal of reducing violence in the province. The Women's Policy Office also works with our FPT partners to study and document violence issues and share best practices for violence prevention.

Increasing Women's Earned Income and Employment – The Women's Policy Office works in partnership with the departments of Human Resources, Labour and Employment, Natural Resources and Environment and Conservation to increase women's employment in well paying jobs, particularly those in the natural resource sectors. This is largely done using the *Environmental Assessment Act* to require

proponents of large scale natural resource developments to put women's employment plans in place. To this end, the Women's Policy Office works closely with industry partners such as Voisey's Bay Nickel Corporation, Corner Brook Pulp and Paper and the Canada-Newfoundland Offshore Petroleum Board and a community partner, the Women in Resource Development Committee. The Women's Policy Office also works with post-secondary and training institutions on accessibility of training and education for women for these occupations. The Women's Policy Office is a member of the federal/ provincial Joint Evaluation Committee (JEC) for the Summative Evaluation of the Employment Benefits and Support Measures of the Canada-Newfoundland and Labrador Labour Market Development Agreement. As such, it works in partnership with other JEC members to set the evaluation terms of reference and oversee ongoing evaluation, including the extent to which these programs are accessible to women.

Improving Women's Social and Economic Security – The Women's Policy Office continues to work closely with the Department of Human Resources, Labour and Employment to ensure that ongoing changes to the Income Support program take into account the needs of single parents, victims of violence and other vulnerable women. The Women's Policy Office also works with the Rural Secretariat, Women's Centres and other community partners to assess impacts of changes on women and sits on two community and government working groups concerning housing: (i) a proposed Housing Policy Working Group; and (ii) Supportive Housing Working Group. The Women's Policy Office is also represented on the Seniors Policy Committee which is another government and community group chaired by the Department of Health and Community Services.



Increasing Women's Leadership and Decision Making Role – The Women's Policy Office works with community partners such as the Community Service Council, Status of Women Councils, and the Provincial Advisory Council on the Status of Women as well as women's Aboriginal, multicultural and seniors groups to strengthen women's voices. The Women's Policy Office also works with government departments to increase nominations of qualified women to agencies, boards and commissions.

4.0 Highlights and Accomplishments

Violence

- The Violence Prevention Initiative (VPI), through its Regional Coordinating Committees and central office delivered approximately 80 educational seminars and workshops, circulated more than 1,850 public information and educational kits throughout the province and responded to 1,100 information requests.

- A new brochure on date-rape drugs was launched, entitled, *Date Rape Drugs - They're out There - are They in Here?,* along with an enhanced Violence Prevention Initiative Web site.

- The Women's Policy Office hosted the 23rd annual meeting of Federal-Provincial-Territorial Ministers Responsible for the Status of Women with priority attention focused on violence prevention for Aboriginal women.

- Representatives of advocacy groups, community and women's organizations gathered together at a community forum to discuss the future direction and priorities for the Violence Prevention Initiative (VPI). The consultation session was directed by the Women's Policy Office with the VPI ministerial committee and senior officials from partner departments. This session was preceded by consultations in six regions of the province with key stakeholders

- The VPI established two temporary positions, a Public Relations & Research Coordinator, who is responsible for the effective coordination of public relations, research and general administration within the VPI and a Provincial Coordinator for the Violence Action and Awareness Training (VAAT) Program.

Income and Employment

- The Women's Policy Office assessed 60 development projects submitted for review under the Environmental Assessment Act. Considerations to achieve gender equity in employment were recommended in 49 of these assessments and gender equity provisions were conditions of release from Environmental Assessment for two major projects.

- The Women's Policy Office contributed gender based analysis as part of the Marine Careers Secretariat's completed research into: (i) labour market conditions and opportunities; and (ii) perceptions of marine careers among high school students, parents, influences and post secondary students.

Social and Economic Security

- Newfoundland and Labrador hosted the 2004 meeting of the FPT Ministers Responsible for the Status of Women.

- Minister Burke announced increased funding to the Provincial Advisory Council on the Status of Women and the eight regional Status of Women Councils/Centres in the 2004-2005 Budget.

Leadership and Decision Making

- In June 2004, Minister Burke, sponsored a Newfoundland and Labrador Organization for Women Entrepreneurs award recognizing the extraordinary achievements and contributions of Newfoundland and Labrador women in business.

- In October 2004, on the 75th anniversary of the Persons Case, Joan Burke, Minister Responsible for the Status of Women, held a ceremony and reception to honour seven Newfoundland and Labrador women who have received the Governor General's Award in commemoration of the Persons Case.

5.0 Outcomes of Objectives

5.1 Strategic Issue 1: Violence

In 2004, the Royal Newfoundland Constabulary reported that female victims comprised 76 percent of sexual assault victims, 50 percent of other sex crime victims and 70 percent of reported harassment victims.

Goal: **Effective, accessible services and supports across the province for victims of violence and, in the long-term, a reduction in the incidence of violence against women, children, the elderly and others who are at risk.**

The Violence Prevention Initiative is led by the Women's Policy Office and is a five-year, interdepartmental, government-community initiative to address violence, including violence against women. Government partners include the departments of Justice, Health and Community Services, Education, Human Resources, Labour and Employment, Labrador and Aboriginal Affairs and Education, along with the Rural Secretariat, the Newfoundland and Labrador Housing Corporation and Labour Relations Agency. Community partners include those working to protect those most at risk in our society - women, children, the elderly, and other vulnerable populations who are victims of violence because of their race, ethnicity, sexual orientation or ability. This group works to improve the effectiveness and accessibility of services and supports for victims of violence as well as the long-term goal of reducing violence in the province. The Women's Policy Office also works with our FPT partners to study and document violence issues and share best practices for violence prevention.

The goals of the Violence Prevention Initiative are to: (i) increase coordination of services to victims of violence at the regional and provincial levels, as well as across departments and within the community services; (ii) establish an anti-violence framework for ongoing anti-violence work including government and community partners in a continuous improvement process beyond the five-year mandate of the Violence Prevention Initiative; and (iii) reduce violence through increased public education and awareness.

Progress and Accomplishments

In 2004-2005, the Women's Policy Office provided leadership, coordination, research, administration and evaluation activities to support the development of the Violence Prevention Initiative, in partnership with other government departments and community organizations. Government partners included: departments of Justice, Health and Community Services, Education, Human Resources, Labour and Employment, Labrador and Aboriginal Affairs along with the Rural Secretariat, the Newfoundland and Labador housing Corporation and the Labour Relations Agency. Community partners included six regional coordinating committees and four pan-provincial organizations: (i) the Citizen's Crime Prevention Association of Newfoundland and Labrador; (ii) the Provincial Advisory Council on the Status of Women; (iii) the Transition House Association of Newfoundland and Labrador; and (iv) the Seniors' Resource Centre.

In 2004-2005, the following specific accomplishments were achieved:

$295,000 was provided by the Violence Prevention Initiative to six regional coordinating committees and two provincial committees to coordinate services and promote violence awareness. In addition to improved coordination of regional services, this allocation of funds resulted in several conferences, workshops, and other special events engaging the community in violence prevention awareness.

The VPI established two temporary positions under the direction of the Manager of the VPI. A Public Relations & Research Coordinator and a Provincial Coordinator for the Violence Action and Awareness Training (VAAT) Program. The Public Relations & Research Coordinator provides a support function through the coordination of information services, research, liaison with VPI partners, logistic support for various VPI committees, and general administration. The Provincial Coordinator for the VAAT Program worked with a Provincial Training Committee, composed of VPI members and government training personnel to provide support to the Training Coordinator and to assist in addressing the delivery of the training program. The Regional Coordinating Coordinators along with Regional Planning Teams assisted in coordinating and delivering 146 VAAT sessions across the province.

During Sexual Violence Awareness Week in Newfoundland and Labrador, September 13-17 and in partnership with Memorial University's School of Social Work students, the Department of Health and Community Services, the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre and members of the Violence Prevention Initiative launched a new brochure on date rape drugs, along with a revised provincial Violence Prevention Initiative Web site, which now includes emergency contact information, updated links and characteristics of various types of abuse. The site can be viewed at http://www.gov.nl.ca/vpi/

A Provincial Forum on the Violence Prevention Initiative provincial consultation session was held in February, led by the Women's Policy Office with participation of ministers of the Violence Prevention Initiative, and senior officials from partner departments. Also included were representatives from the Provincial Coordinating Committee, representatives from each of the six Regional Coordinating Committees, along with individuals representing Aboriginal communities, and representatives of advocacy groups, women's organizations and other community stakeholders. The Forum represented an opportunity to collectively identify best practices and successes, gaps and needs, and to offer recommendations for a renewed VPI mandate, accomplished through a panel presentation and small group discussions. The forum concluded with a presentation to Ministers and senior government officials regarding recommendations for the future direction and priorities of the VPI.

The Department of Justice launched a Ministerial Committee on Violence against Women to review issues relating to violence against women. The committee will advise government on several issues such as needed changes to family legislation.

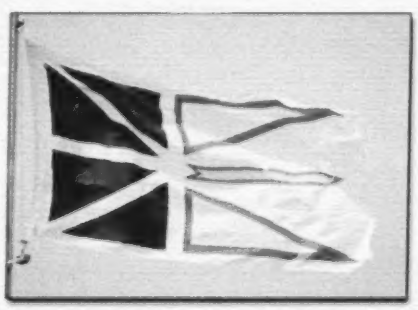
The Provincial Coordinating Committee (PCC) of the Violence Prevention Initiative is an advisory committee to ministers responsible for the Violence Prevention Initiative. The PCC has a membership of 20 government and community representatives. The committee met several times during 2004-2005 to collaborate on the goals and objectives of the Violence Prevention Initiative and the ongoing evaluation was a major focus of the committee during this period.

The Violence Prevention Initiative continued to develop its communications strategy to increase public awareness on violence prevention. A wide variety of communications activities were undertaken by the Women's Policy Office and by other government and community partners. This resulted in the delivery of approximately 80 educational seminars and workshops; the circulation of 1,850 public information and educational kits throughout the province, responding to approximately 1,100 information requests and the circulation of several information brochures on topics relating to violence prevention such as: stalking, assaults, harassment and dating violence. Activities also included Sexual Violence Awareness Week in September and commemoration of the Montreal Massacre on December 6th.

During Violence Prevention Month in February the Violence Prevention Initiative organized several public awareness activities which included a proclamation signing with government departments and partner organizations, an email announcing the significance of the month and workshops on relevant topics to public sector employees, along with a press release and media attention.

The community partners of the Violence Prevention Initiative continued to engage in violence prevention work at the local, regional, and provincial level. This work involves advocacy on important policy issues, participatory research projects, provincial conferences, the development of education and training resources, and various public awareness activities. Further information on these activities can be obtained through the Women's Policy Office or by contacting the organizations directly. Contact information for all partners can be obtained through the Violence Prevention Initiative web site. www.gov.nl.ca/vpi

In May 2004, the Women's Policy Office supported the opening of Hope Haven, a new shelter and resource centre for women and their children fleeing abusive situations in Western Labrador. The facility received $625,000 from the Government of Canada through the youth component of the National Homelessness Initiative (NHI), $112,000 through the Shelter Enhancement Program which is cost-shared 75/25 between Canada Mortgage and Housing Corporation (CMHC) and the Newfoundland and Labrador Housing Corporation (NLHC), and a Proposal Development Funding loan of over $17,000 through CMHC's Canadian Centre for Public Private Partnerships.



December 6, 2004, Minister Burke, recognized the 15th anniversary of the massacre of 14 women at Montreal's Ecole Polytechnique engineering school. In commemoration of this extreme example of violence against women, and in memory of those who were murdered, December 6th as been recognized as the National Day of Remembrance and Action on Violence Against Women. In St. John's, the day was remembered by Members of the House of Assembly and, as a memorial to all victims of violence, the flags of Confederation Building were flown at half mast.

December 13, 2004, Minister Burke gave special recognition to the Grand Falls-Windsor Committee Against Violence for their initiative to raise awareness about violence among students in central Newfoundland. In November, 2004, the committee sponsored the play, Broken Hearts, Broken Homes, which focuses on how violence can affect the lives of young people. Minister Burke highlighted the generosity of the Fry Family Foundation, which provided funding for the play. In addition to paying for the 14 shows which were seen by over 5,000 people – approximately 4,800 of them students – they also paid for a coordinator for the event and the cost to bus those students to the shows. Students from 36 schools as far away as Baie Verte, Twillingate and Hare Bay attended the shows in Grand Falls-Windsor and Gander.

In early 2005, Minister Burke proclaimed February as Violence Prevention Month in Newfoundland and Labrador. The theme was "People have a right to a safe and secure environment." The Minister was joined by John Ottenheimer, Minister of Health and Community Services; Tom Hedderson, Minister of Education; Tom Marshall, Minister of Justice; Kathy Dunderdale, Minister of Innovation, Trade and Rural Development and Minister Responsible for the Rural Secretariat; Trevor Taylor, Minister of Fisheries and Aquaculture and Minister Responsible for Labrador; and, Tom Rideout, Minister of Transportation and Works and Minister Responsible for Aboriginal Affairs in proclaiming the month.

5.2 Strategic Issue 2: Earned Income and Employment

In 2003 Statistic's Canada reported that on average, women earned 68% of men's earned income. In 2004, women comprised almost 47 percent of the labour force and 47 percent of total employment. Women made up 44 percent of those employed full-time and 68 percent of those employed on a part-time basis. Women made up 52 percent of those permanently employed, 43 percent of those temporarily employed, 31 percent of those seasonally employed, 48 percent of contract employees and 58 percent of casual employees. Approximately 56 percent of those employed in the public sector were women, 46 percent of those employed in the private sector were women and approximately 36 percent of those self-employed were women. Women in Newfoundland and Labrador continue to be under-represented in several occupational categories. Most notably, in 2004, only 4.5 percent of trades workers, 16 percent of workers in primary industries and 20 percent of workers in natural and applied sciences were women.

Goal: **Greater participation of women in natural, applied sciences and technology occupations, particularly in the natural resource sectors, the information technology industry and other areas identified through a labour market development strategy.**

To improve the work, income and employment status of women, the strategy of the Women's Policy Office was to: (i) achieve a more balanced distribution of women throughout a wider range of occupations in the provincial labour force; and (ii) undertake

targeted initiatives to increase the participation of women in areas where they are currently under-represented and where there is growth potential and higher wages.

Progress and Accomplishments

The Women's Policy Office applied gender based analysis to 63 environmental assessment submissions. The Women's Policy Office recommended that the proponent be encouraged or required to include gender equity provisions in hiring and tendering practices in 49 of these submissions.

The Women's Policy Office participated in the Marine Careers Secretariat to complete research into: (i) labour market conditions and opportunities; and (ii) perceptions of marine careers among high school students, parents, influences and post secondary students. The labour market report indicated that, "Internationally, women represent less than 2% of the world's 1.25 million seafarers with the majority working as cooks, porters, or waitresses in the cruise segment of the industry." Regarding women in the marine industry, the report recommended that a program be developed guided by the experience of the international Maritime Organization's Women in Development Programme that focuses on areas such as gender awareness training, gender specific fellowships, leave systems, and on-board accommodation and facilities. The report also identified that it may be necessary to conduct a study to identify and examine in detail why females are under-represented in marine occupations. The perceptions survey helped illuminate some issues that are unique to women in considering marine occupations. The survey indicated that both men and women generally perceive themselves with equal capabilities to pursue marine careers. However, there were differences in what they considered important in making a career decision. For example, men considered salary expectations more important than women did and women considered family expectations more important than men did in identifying reasons for pursuing a marine career. From these research results, the Marine Careers Secretariat plans to develop a marketing strategy to promote increased participation of men and women in marine occupations.

The Women's Policy Office also participated in the Petroleum Industries Human Resource Committee (PIHRC) to review the employment, training and other human resource issues related to the emerging provincial petroleum sector. In 2004-2005, PIHRC released a recruiting video and planned an Educator's Forum to take place in April 2005. The Committee also participated in two workshops: (i) *Offshore Upstream Petroleum Industry Working Group* to review and provide comments in the development of documentation related to key job families and occupations; and (ii) *Newfoundland and Labrador End-User Focus Group* to provide input into the priorities and recommendations for future job profile and assessment tool development for the industry.

The Women's Policy Office provided policy analysis and advisory services to the Department of Innovation, Trade and Rural Development regarding the Innovation Strategy which was announced in October 2004.

In March 2005, the Women's Policy Office provided policy analysis and advisory services to the Canada Newfoundland Offshore Petroleum Board to strengthen provisions in its Benefit Plan Guidelines to achieve greater employment equity and diversity within companies involved in the development of petroleum resources in the province.

5.3 Strategic Issue 3: Social and Economic Security

In 2003, Statistics Canada reported that women's average income was 64 percent of men's average income and approximately 61 percent of families in low income were headed by women. However, women are making strides in education attainment. In 2004 Memorial University reported that approximately 62 percent of full-time undergraduate students were women. Women outnumbered men in every program category except Engineering and Applied Science, and programs offered at the Marine Institute. Within the private college system, women accounted for 57 percent of enrolment. Of the seven program categories, women were under-represented in: (i) information technology; (ii) industrial education; and (iii) natural resources.

Goal: **Achieve equitable results of government programs and policies for women and men.**

Government policies and programs play a significant role in balancing economic and social inequities for populations at risk. Toward maximizing government's impact on achieving equitable outcomes for men and women, the strategy of the Women's Policy

Office has been to: (i) increase the number of government legislation, policies and programs that have incorporated a gender inclusive analysis to reflect the realities of women's lives; and (ii) improve awareness within key policy and decision makers in government of the inequities experienced by women, the differential impacts of legislation, policies and programs on women and the approach required to ensure that women's perspectives and experiences are considered in the development process.

Progress and Accomplishments

The Women's Policy Office provided gender based policy analysis and advisory services to the Department of Finance in its decision to implement a personal income tax reduction for low-income individuals and families beginning with the 2005 taxation year. As women comprise the majority of individuals living in low income, this program, provides a low-income individual savings of up to $416 in provincial income tax, and a family savings of up to $464. Provincial income tax was eliminated for individuals with net income up to $12,000, and partially eliminated for individuals with net income up to $14,600. For families, provincial income tax was eliminated on family net income up to $19,000, and partially eliminated on family net income up to $21,900.

In June 2004, the Women's Policy office supported the Department of Human Resources, Labour and Employment's announcement of new benefits under the Mother Baby Nutrition Supplement. In Budget 2004, government allocated $108,000 to introduce a one-time benefit of $90 for pregnant women eligible for the Mother Baby Nutrition Supplement (MBNS). The new benefit is provided to mothers at the time of the birth of their children and throughout the first year.

In September 2004, Minister Burke hosted the 23rd annual meeting of the Federal-Provincial-Territorial Ministers Responsible for the Status of Women. At the conclusion of their meetings, FPT Ministers agreed to focus priority attention on violence prevention for Aboriginal women. To improve the situation of Aboriginal women, Ministers agreed to take joint and/or individual government action: on access to programs and services, public education and awareness, capacity-building and policy enhancement according to their respective priorities and needs.

As part of the session's examination of women's economic security, Ministers agreed to raise awareness and work with relevant colleagues on the gendered aspects of caregiving and its implications for women's equality. Ministers were also updated on the work of the FPT Seniors Forum and agreed to continue to liaise on issues of shared interest specifically related to women's health and well-being.

During the meeting, Ministers discussed the need to address the situation of women and children who have experienced domestic violence by working toward violence prevention in the long term, as well as, through the justice system and community action. They agreed to prepare an updated Statistical Profile on Violence Against Women, which builds on their 2002 report, *Assessing Violence Against Women: A Statistical Profile*. As well, Ministers discussed the renewal of health protection legislation and the importance of sex and gender implications in health legislation and programming.

In preparation for the National FPT meeting, Minister Burke, Premier Williams and officials from Labrador and Aboriginal Affairs, and Women's Policy Office, visited eight coastal communities to meet with Aboriginal women and community organizations to better understand the social and economical situation of women in this region.

The need to support Fetal Alcohol Spectrum Disorder prevention; addictions prevention; recreational facilities for youth; improvements to shelters and services for women in Hopedale and Nain; preservation of aboriginal cultural traditions and languages; improvements and updates to equipment in nursing stations; increased access to community-based training, violence prevention and victim services were discussed with Minister Burke and officials.

In April 2004 the Women's Policy Office, provided $10,000 to the organizers of Nipavut, a group that works to build self-esteem and encourage empowerment among the Inuit women of Labrador. The funds helped the organizers implement their first retreat which was held in Nain.

Nipavut is Inuktitut for "our voices." Several women from the north coast of Labrador and the Upper Lake Melville area participated in the retreat. It was an opportunity for them to gather and discuss specific issues that Inuit women face in coastal Labrador communities such as health care, elder care, women's place in decision-making and violence.

Women elders also participated in this retreat and provided guidance and insight on how women have dealt with women's issues in their communities. The elders discussed the importance of maintaining cultural traditions, language, food and remaining close to the land as a fundamental aspect of building women's leadership, self-esteem and maintaining mental health.

The participants reported that it was a tremendous success and contact has already been made with national Aboriginal and Inuit organizations, a necessary step in having the women of Labrador connect with their counterparts across the country.

March 20, 2004, Minister Burke announced increased funding to the Provincial Advisory Council on the Status of Women and the eight regional Status of Women Councils/Centres in the 2004-2005 Budget. The Provincial Advisory Council on the Status of Women received an additional $40,000 and the Status of Women's Councils/Centres received an additional $40,000.

The Provincial Advisory Council on the Status of Women is a provincially mandated body which conducts consultations and research to advise government and the public on issues relating to the social, economic, heath and legal status of women across the province. The Status of Women's Councils/Centres are independent entities established by community groups and are funded through a service contract with government. They offer direct counselling and referral services to women in their areas, mobilize community action around issues which affect women and conduct consultation and research on issues affecting the status of women in their region.

The Women's Policy Office provided gender based analysis and advisory services to the Department of Human Resources, Labour and Employment in the amendments to the Income and Employment Support Act which was proclaimed in December 2004. The new act better reflects the Department of Human Resources, Labour and Employment's two major areas of responsibility: providing income support in a stable dignified manner to eligible individuals and families; and delivering programs and services that support individuals in achieving their employment and career goals.

5.4 Strategic Issue 4: Leadership and Decision Making

In 2004-2005, government advanced women into leadership positions through appointments to government departments, agencies, boards and commissions.

Goal: **Reflect women's perspectives and experiences in the planning and decisions for economic and social development at the community, regional and provincial levels.**

Toward this goal, the strategy of Women's Policy Office has been to: (i) increase the number of women in leadership and decision making roles at the community, regional and provincial levels; and (ii) strengthen the capacity in communities to undertake equity seeking work.

Progress and Accomplishments

June 2, 2004, Joan Burke, Minister Responsible for the Status of Women, honoured a number of women who recently received provincial, national and international recognition for their contributions to the social and economic fabric of our province.

Allison Dancy, an employee at Memorial University's Oil and Gas Development Partnership office, chosen as one of 50 Key Women in Energy. This recognized her contributions within the energy sector internationally. She was selected out of 425 women from 45 countries and accepted her honour at a ceremony in Texas.

Another four women were recognized at the 11th Annual YMCA-YWCA Women of Distinction Awards as being good role models for other women.

In addition to these five remarkable women, Minister Burke recognized Donna Butt, Susan Dyer Knight and Nancy Riche who had all been recently selected to receive the Order of Canada.

Also in June 2004, Minister Burke, sponsored an award recognizing the extraordinary achievements and contributions of Newfoundland and Labrador women in business. The award was presented at the Newfoundland and Labrador Organization of Women Entrepreneur's (NLOWE) Entrepreneur of the Year awards gala. NLOWE is a non-profit organization which fosters the success of women in business by providing business support services throughout the province.

Approximately 34 percent of all self-employed individuals in Newfoundland and Labrador are women. In addition, women-owned small and medium enterprises are one of the key forces driving employment and income growth in Atlantic Canada.

2004 NLOWE Entrepreneur of the Year Award winners included Bonnie Cook, owner/operator of AbbyShot Clothiers Limited; Jean Chatman, owner of Chatman's Bakery; Margaret Kelly, owner/operator of Hotel Placentia Limited; Linda Saunders

McLean, owner/operator of Linda's Gift Baskets; and mother/daughter team Bella Hodge, owner of Valhalla Lodge Bed and Breakfast and Gina Noordhof, owner/operator of The Norseman at L'Anse aux Meadows and Gaia Gallery and operator of Valhalla Lodge Bed and Breakfast. The Youth Entrepreneur of the Year went to Angie Dalley, owner/operator of Gander Massage Therapy Clinic, while the 2004 Champion of the Year Award went to Edwina Hutton, Managing Editor of Atlantic Business Magazine.

In October 2004, on the 75th anniversary of the Persons Case, Minister Burke held a ceremony and reception to honour seven Newfoundland and Labrador women who have received the Governor General's Persons Case Award.

In 1929, five Canadian women created legal history by contesting the notion that legal definitions of persons excluded females. The Persons Case Award recognizes outstanding contributions to the quality of life of women in Canada and has been presented annually to five Canadian women and one youth. Recipients of these awards continue the tradition of courage, integrity and hard work which the Famous Five of the Persons Case inspired.

Over the past 25 years, seven Newfoundland and Labrador women have received this prestigious honour: Nancy Riche of St. John's in 2002; Phyllis Seymour of St. John's in 1998; Ruth Flowers of Makkovik in 1995; Morag O'Brien of St. John's in 1994; Dorothy Inglis of St. John's in 1989; Frances Laracy of Conception Harbour in 1987; and Ella Manuel of Bonne Bay in 1980. During the ceremony, Minister Burke unveiled framed photographs of the seven award winners.

October 25, 2005, Joan Burke, Minister Responsible for the Status of Women, offered her congratulations to the 16 recipients of the Chief Commissioner's Gold Award for Newfoundland and Labrador Council of the Girl Guides of Canada. The awards presentation ceremony took place at Confederation Building on Monday, October 25. The Chief Commissioner's Gold Award is the highest award that can be received by a member of the Guiding movement.

The event was hosted on behalf of Minister Burke by Dianne Whalen, Minister of Government Services, and Kathy Dunderdale, Minister of Innovation, Trade and Rural Development and Minister responsible for the Rural Secretiariat. The recipients of the Chief Commissioner's Gold Award include: Angela Crane, Susan Burry, Samantha Fitzpatrick, Amy Tuck and Heidi Noseworthy of Cabot Division, St. John's area; Gail

Oldford, Penni Pope, Katherine Tuck, Jessica Murphy, Theresa Murphy, Nicole Yetman and Heather Vokey of Marconi Division; Katie O'Brien, Shamrock Division and Leah Stone, Sapphire Division, 1st Goulds Rangers, all of the Avalon area; Nicole Stockley, Hopewell District, Bay Shore Division, Conception Bay South area and Laura Gilbert, Olave District, Central West area.

On November 15, 2005, Joan Burke, Minister Responsible for the Status of Women, expressed condolences to the family and friends the Right Honourable Ellen Fairclough, who passed away at 99 years of age. Ms Fairclough was Canada's first female cabinet minister and a pioneer in the fight for equal pay for equal work.

On December 15, 2004, Minister Burke, informed her colleagues about a project undertaken by the Federated Women's Institutes of Canada or FWIC to adopt communities in northern and coastal Labrador for their upcoming national project, FWIC Into the North. Women's Institutes are an informal, educational organization for women who want to work together to expand their skills, broaden their interests and strengthen the quality of life for themselves, their families and for the people of their communities, country and the world through self-fulfilment, service and sociability.

At a national meeting of their executive, they committed to a project aimed at improving the lives of families in coastal Labrador by donating funding for supplies for children's activities. A letter was sent to the mayors and chiefs of the various northern communities asking for their suggestions for project ideas. Minister Burke thanked the Federated Women's Institutes of Canada for their interest in providing support to our northern region and wished them well on their project and on all the good works being done by the various Women's Institute branches in the province and across the country.

In January 2005, Minister Burke, congratulated the board of directors and staff of the Provincial Advisory Council on the Status of Women on celebrating its 25th anniversary in 2005. The Provincial Advisory Council is one of government's key mechanisms in bringing women's perspectives, experiences and priorities which are important to the social and economic development of this province to the attention of government.

In February 2005, Minister Burke, proclaimed February 13-19 to be Women's Institute Week in Newfoundland and Labrador with this year's theme, *Exploring our Links: Past, Present and Future.* Minister Burke congratulated the Newfoundland and Labrador Women's Institutes on celebrating their 70th anniversary in 2005 and for the lasting contribution they have made to the lives of women in Newfoundland and Labrador. A worldwide movement with more than nine million members, the Women's Institutes was first founded in Canada in 1897. In this province, women came together in the wake of the 1929 tidal wave to provide aid to survivors and their families, later forming a permanent organization to unite rural and urban women in 1935. Often referred to as the "rural woman's university," the Women's Institutes provide women with accessible and educational opportunities to develop their skills, improve their lives and give back to their communities. Areas of focus for the organization include: agriculture, Canadian unity, citizenship, child care, education, environment, equality for women, family violence, health, human rights, pensions, safety, and women and technology.

In March 2005, Minister Joan Burke, proclaimed March 6-12 as International Women's Week (IWW) in Newfoundland and Labrador. This year, the Canadian theme was "You are Here: Women, Canada and the World." The highlight of IWW was International Women's Day on March 8. Established in 1977 by the United Nations, this special day provides an opportunity to reflect on the progress made to advance women's equality, to assess the challenges facing women in contemporary society, to consider future steps to enhance the status of women and to celebrate the gains made in these areas.

Minister Burke joined the women of Labrador to celebrate International Women's Day at an event in Happy Valley-Goose Bay and encouraged all residents of the province to seek out IWW events in their region.

6.0 Opportunities and Challenges Ahead

International Commitments - The recommendations of the United Nations Convention on the Elimination of Violence Against Women Committee on Canada's 5th periodic report were released in 2003. Key recommendations of the committee included the following: (i) compliance with treaty rights; (ii) greater implementation of gender based analysis; (iii) greater efforts to eliminate discrimination against Aboriginal women; (iv) increased access to Civil Legal Aid; (v) improved provisions for immigrant workers; (v) increased efforts to address violence against women; (vi) increased women in leadership positions; (vii) increased employment, income and benefits for women; (viii) increased affordable childcare; and (viii) increased consultation with women's non-governmental organizations. The Women's Policy Office is committed to advancing these issues where possible and to working towards an improved ability to report on progress in areas of provincial responsibility.

Aboriginal Women - In Newfoundland and Labrador, Aboriginal women comprise four percent of the female population. Approximately, 12 percent of the female Aboriginal population 15 years of age and older head lone parent families compared to nine percent of the general female population, and only five percent of Aboriginal women have earned university degrees compared to 10 percent of women in the general population. In Newfoundland and Labrador, the average income for Aboriginal women is $14,786 compared to $19,806 for Aboriginal men, $17,181 for women in the general population and $28,144 for men in the general population. The unemployment rate for Aboriginal women is 25 percent as opposed to 19 percent for women in the general population and approximately 26 percent of Aboriginal families headed by women reported incidence of low income compared to 17 percent of families headed by women in the general population. The 1999 General Social Survey indicated that Aboriginal women run a greater risk of being victims of violence than do other Canadian women. Three times as many Aboriginal women report that they have experienced some form of violence perpetrated by their spouse and Aboriginal women run eight times the risk of being killed by their spouse after a separation. Aboriginal women who are victims experience more serious forms of spousal violence with potentially life-threatening consequences, at a rate of 48 percent, compared with 31 percent of non-Aboriginal victims. At their September 2003 annual meeting, Federal/Provincial/Territorial Ministers Responsible for the Status of Women placed priority attention on the circumstances of Aboriginal women both on and off reserves. The Women's Policy Office is committed to advance the status of Aboriginal women in the province through working in partnership with Aboriginal people, Labrador and Aboriginal Affairs and the federal government.

Women and the Justice System - In March 2001, the Gander Status of Women Council presented recommendations on Legal Aid services to the Minister of Justice and the Legal Aid Commission. The report, *Gender Matters: An Equity Analysis of Legal Aid*, expressed concern that women's access to legal aid is unfairly limited. The council highlighted that victims of violence are less likely to get assistance than perpetrators. Recommendations of the report focused on: (i) addressing these systemic issues; (ii) training needs of staff; and (iii) establishing clear service policies for staff and clients.

The Council's second report, *Whose Best Interest: Women, Custody and Access in Newfoundland and Labrador*, was submitted to the Minister of Justice on October 4, 2002. The report reiterated key concerns raised by women's groups across the country concerning changes proposed to the federal *Divorce Act*. However, the report also contended that the most significant issues are related to how the *Divorce Act* is applied in this province. Recommendations of the report related to the following issues: (i) more Legal Aid lawyers; (ii) qualified people to do supervised access; (iii) expanded family justice services; (iv) an agency to monitor and enforce access orders; (v) a regulatory body to govern conduct of mediators; (vi) mandatory education on gender and violence issues for court personnel; (vii) education programs specifically for women on family law; (vii) mobility restrictions on custodial parents be reserved for exceptional cases; and (viii) loss of access rights if they are not exercised. These matters continue to rank as highly important to women across the province and also involve very complex social and economic issues. The Women's Policy Office is committed to advancing these concerns, encouraging effective resolutions and has committed to sit on a new Department of Justice committee through which justice issues will be examined.

Violence Prevention – Violence against women continues to be a significant and persistent social and economic problem in Canada and in Newfoundland and Labrador. Statistical data indicates that women represent the vast majority of sexual assaults and spousal assaults and violence against women tends to be more severe, frequent and cause more serious physical and psychological injury than violence against men. Violence against women in our society impedes the ability of women to achieve equality and has serious impacts on our health, justice and social services systems. The measurable health related costs of violence against women in Canada exceed $1.5 billion a year. These costs include short-term medical and dental treatment for injuries, long-term physical and psychological care, lost time at work, and use of transition homes and crisis centers. In 2003, the Royal Newfoundland Constabulary reported that females were the victims in the majority of murder, attempted murder and conspiracy to commit murder reports. Women also comprised 82 percent of sexual assault victims, 75 percent of other sex crime victims and 70 percent of reported harassment victims.

The Women's Policy Office is committed to continuing the work of the Violence Prevention Initiative and recognizes that having accurate and consistently collected and reported data is crucial to measuring progress in preventing violence against women. Therefore the Women's Policy Office will be supporting the commitment of the Federal/Provincial/Territorial Ministers Responsible for the Status of Women to prepare a 2005 statistical profile on violence against women. The Women's Policy Office is also looking to include community safety data in government's on-line, publicly accessible community accounts system.

7.0 Financial Statements - Unaudited

Public Accounts Women's Policy 2002-2005			
	2002-2003	**2003-2004**	**2004-2005**
Women's Policy Office			
Salaries	$388,020	$425,212	$406,966
Employee Benefits	$1,047	$1,493	$2,801
Transportation and Communication	$50,267	$45,189	$54,350
Supplies	$14,764	$15,257	$14,543
Professional Services	$63,155	$69,166	$61,600
Purchased Services	$40,607	$44,832	$51,688
Property, Furnishings and Equipment	$3,561	$1,620	$5,285
Grants and Subsidies	$704,950	$695,500	$745,000
Total	$1,266,371	$1,298,269	$1,342,233
Provincial Advisory Council on the Status of Women	$257,600	$298,982	$297,600
Total Women's Policy	$1,523,971	$1,597,251	$1,639,833
Source: Public Accounts			

Expenditure and revenue figures included in this table are based on the Public Accounts.

Violence

All methods of data collection tend to undercount victims of violence due the very personal nature of these experiences. Police statistics that measure the prevalence of spousal violence is particularly limited because of its high dependence on the willingness of victims to report these events to police. While they do provide an indication of changes over time, the willingness of victims to report incidents over time can also change. The statistics reported here therefore must be viewed as preliminary information regarding possible changes in the severity and prevalence of violence against women. Used on conjunction with other sources of information such as those provided by women's centres and crisis shelters, they are useful tools in the assessment of the effectiveness of legislation, policies, programs and services designed to prevent and protect against or prosecute acts of violence against women.

Table 1: Victims of Violent Crimes
Newfoundland and Labrador

	2002		2003		2004	
	Total	Women	Total	Women	Total	Women
Murder 1st Degree	0	0%	1	0%	1	0.0%
Murder 2nd Degree	1	100%	0	0.0%	0	0.0%
Criminal Negligence Causing Death	0	0%	1	100.0%	0	0.0%
Attempted Murder	3	67%	2	0%	1	100.0%
Conspire Murder	3	67%	0	0%	0	0.0%
Aggravated Sexual Assault	4	25%	0	0%	1	100.0%
Sexual Assault with a Weapon	2	0%	0	0%	2	100.0%
Sexual Assault	212	76%	187	82%	188	76.1%
Other Sex Crimes	15	80%	8	75%	10	50.0%
Assault Level 3	4	50%	6	33%	4	25.0%
Assault Level 2	282	42%	267	40%	313	37.1%
Assault Level 1	1,215	51%	1,181	49%	1,179	49.7%
Causing Bodily Harm	1	100%	2	100%	8	37.5%
Assaulting a Peace Officer	31	20%	46	13%	47	21.3%
Other Assaults	3	67%	1	0%	0	0.0%
Kidnapping	9	67%	13	69%	25	56.0%
Hostage Taking	1	100%	0	0%	1	100.0%
Abduction under 14	1	0%	1	0%	2	100.0%
Abduction under 16	1	100%	0	0%	1	0.0%
Abduction Custody	0	0%	1	100%	2	50.0%
Harassment	70	86%	69	70%	71	70.4%
Uttering Threats	670	53%	576	49%	418	48.3%
Other Violent Causing Bodily Harm	2	50%	1	100%	0	0.0%
Other Violent Violations	1	100%	2	50%	0	0.0%

Source: Royal Newfoundland Constabulary (Annual)

Earned Income and Employment

Table 2: Women's Average Earnings as a Percentage of Men's
Newfoundland and Labrador

	2001	2002	2003
Average Earnings	63.0%	65.1%	68.0%

Source: Income Trends in Canada, Statistics Canada

Table 3: Hourly Wage Distribution
Newfoundland and Labrador
Total Employees (Thousands)

	2002		2003		2004	
	Total	Women	Total	Women	Total	Women
Total Employees	182.5	49.6%	186.2	49.8%	188.5	49.4%
Under $5.00	0.9	55.6%	0.9	55.6%	0.7	*
Between $5.00 and $9.99	60.9	64.0%	59.2	63.2%	60.8	64.3%
Between $10.00 and $19.99	75.4	44.6%	75.4	47.3%	76.4	45.2%
Between $20.00 and $29.99	34.6	42.8%	37.6	41.2%	37.5	38.1%
Between $30.00 and $39.99	8.4	29.8%	10.2	28.4%	10.0	43.0%
$40.00 and Over	2.2	*	2.9	24.1%	2.8	25.0%

Source: Statistics Canada, Labour Force Survey, CD-ROM
** Numbers less than 500 are suppressed for confidentiality*

Table 4: Women's Average Hourly Wage Rate by Occupation as a Percentage of Men's
Newfoundland and Labrador
Total employees

	2002	2003	2004
Management Occupations	76.6%	69.4%	83.3%
Business, Finance and Administrative Occupations	78.0%	81.1%	91.2%
Natural and Applied Sciences and Related Occupations	85.0%	78.3%	87.4%
Health Occupations	94.1%	89.2%	87.3%
Occupations in Social Science, Education, Government Service and Religion	83.1%	83.2%	89.8%
Occupations in Art, Culture, Recreation and Sport	75.0%	92.6%	68.5%
Sales and Service Occupations	70.0%	73.5%	71.5%
Trades, Transport and Equipment Operators and Related Occupations	64.7%	63.6%	62.4%
Occupations Unique to Primary Industry	58.7%	71.9%	64.0%
Occupations Unique to Processing, Manufacturing and Utilities	69.4%	73.4%	75.2%
Total Employees	79.1%	79.8%	82.9%

Source: Statistics Canada, Labour Force Survey

Table 5: Labour Force Participation of Women
Newfoundland and Labrador (Thousands)

	2002		2003		2004	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Labour Force	248.7	46.9%	254.1	47.2%	255.0	46.8%
Total Employment	207.4	47.8%	212.4	48.1%	215.2	47.7%
Full-Time Employment	174.6	43.9%	180.0	44.3%	183.0	44.0%
Part-Time Employment	32.9	68.4%	32.5	68.9%	32.2	68.3%

Source: Statistics Canada, Labour Force Survey

Table 6: Employees by job Permanency and Sex for All Employees
Newfoundland and Labrador (Thousands)

	2002		2003		2004	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Total Employees	182.5	49.6%	186.2	49.8%	188.5	49.4%
Permanent	136.7	50.4%	139.6	51.4%	139.0	51.5%
Temporary	45.8	44.5%	46.6	45.7%	49.5	43.2%
Seasonal Job	17.1	31.0%	17.4	32.2%	20.1	31.3%
Term or Contract Job	19.8	54.5%	19.5	51.8%	20.4	48.0%
Casual Job	8.4	64.3%	9.5	57.9%	8.9	58.4%
Other Temporary Jobs	0.0	0.0%	0.0	0.0%	0.0	0.0%

Source: Statistics Canada, Labour Force Historical Review CD-ROM 2004

Table 6: Reasons for Part-Time Employment
Newfoundland and Labrador

	2002		2003		2004	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
All Reasons	32.9	68.4%	32.5	68.9%	32.2	68.2%
Own Illness	0.8	87.5%	0.7	*	0.9	55.5%
Caring for Children	2.0	100%	1.6	100%	1.5	100%
Other Personal/Family Responsibilities	0.8	87.5%	0.6	83.3%	*	*
Going to School	8.0	56.3%	8.0	58.8%	7.8	59.0%
Personal Preference	4.8	68.8%	5.1	72.5%	5.9	71.2%
Other Voluntary	*	*	*	*	*	*
Business conditions, did not look for full-time work in last month	6.7	71.6%	4.7	71.2%	7.2	73.6%
Could not find full-time work, did not look for full-time work in last month	3.8	76.3%	3.4	76.5%	2.5	72.0%
Business conditions, looked for full-time work in last month	2.5	68.0%	2.8	67.9%	3.5	65.7%
Could not find full-time work, looked for full-time work in last month	3.0	60.0%	3.2	65.6%	2.4	58.3%

Source: Statistics Canada, Labour Force Survey
** Numbers under 500 have been suppressed for confidentiality*

Table 7: Class of Worker
Newfoundland and Labrador

	2002		2003		2004	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Total Employment	207.4	47.8%	212.4	48.1%	215.2	47.7%
Employees	182.5	49.6%	186.2	49.8%	188.5	49.4%
Public Sector Employees	59.4	56.9%	59.7	58.0%	57.6	56.1%
Private Sector Employees	123.1	46.1%	126.4	46.0%	130.9	46.4%
Self-Employed	24.9	34.9%	26.3	35.7%	26.7	35.6%
Self-Employed Incorporated with Paid Help	6.0	21.7%	6.9	29.0%	7.8	26.9%
Self-Employed Incorporated with no Paid Help	2.5	24.0%	2.5	24.0%	2.4	25.0%
Self-Employed Unincorporated with Paid Help	4.4	22.7%	4.1	31.7%	3.4	29.4%
Self-Employed Unincorporated with no Paid Help	11.8	47.5%	12.5	42.4%	13.0	43.8%
Unpaid Family Worker	0.0	0.0%	0.0	0.0%	0.0	0.0%

Source: Statistics Canada, Labour Force Survey

Table 8: Employment by Occupation
Newfoundland and Labrador

	2002		2003		2004	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Total All Occupations	207.4	47.8%	212.4	48.1%	215.2	47.7%
Management Occupations	14.9	38.9%	16.9	42.6%	15.1	36.4%
Business, Finance and Administration Occupations	34.4	70.1%	32.8	72.6%	33.9	72.6%
Natural and Applied Sciences and Related Occupations	12.9	20.2%	12.8	21.1%	11.2	19.6%
Health Occupations	16.4	79.9%	17.0	81.2%	16.2	80.2%
Occupations in Social Science, Education, Government Service and Religion	17.6	59.1%	18.3	60.7%	17.7	63.8%
Occupations in Art, Culture, Recreation and Sport	4.0	57.5%	3.5	60.0%	4.6	63.0%
Sales and Service Occupations	55.3	62.7%	57.2	60.8%	59.1	60.4%
Trades, Transport and Equipment Operators and Related Occupations	30.6	3.6%	32.9	6.1%	33.4	4.5%
Occupations Unique to Primary Industry	12.3	13.8%	12.9	14.7%	14.1	15.6%
Occupations Unique to Processing, Manufacturing and Utilities	9.1	38.5%	8.1	33.3%	9.8	38.8%

Source: Statistics Canada, Labour Force Survey

Table 9: Women's Average Income as a Percentage of Men's
Newfoundland and Labrador

	2001	2002	2003
Average Total Income	62.1%	63.9%	64.0%

Source: Income Trends in Canada, Statistics Canada

Table 10: Families in Low Income After Tax by Sex of Major Earner
Newfoundland and Labrador

	2001		2002		2003	
	Total	Women	Total	Women	Total	Women
Household Head / Major Income Earner	29,000	58.6%	32,000	62.5%	33,000	60.6%

Source: Income Trends in Canada, Statistics Canada

Table 11: Full-Time Undergraduate Enrolment at Memorial University of Newfoundland

	2002		2003		2004	
	Total	Women	Total	Women	Total	Women
Arts	3,486	68.8%	3,549	69.7%	3,644	70.0%
Business Administration	795	58.7%	959	55.8%	1,054	54.8%
Continuing Education	70	61.4%	76	63.2%	59	62.7%
Education	794	83.4%	805	82.0%	831	81.8%
Engineering and Applied Science	1,115	20.4%	1,139	18.3%	1,169	18.7%
Fine Arts	155	68.4%	156	71.2%	162	67.9%
Human Kinetics and Recreation	297	49.5%	268	45.9%	280	47.9%
Marine Institute	46	30.4%	54	37.0%	79	34.2%
Medicine	235	58.3%	237	60.3%	239	64.0%
Music	142	69.7%	140	67.1%	150	68.0%
Nursing	841	92.3%	878	92.4%	866	91.5%
Pharmacy	105	70.5%	106	74.5%	111	72.1%
Science	2,203	55.5%	2,300	55.1%	2,434	55.9%
Social Work	108	96.3%	108	90.7%	121	93.4%
Forestry (Sir Wilfred Grenfell College)	45	48.9%	83	55.4%	72	59.7%
Unspecified / Other	1,941	62.3%	1,892	61.7%	1,740	60.3%
Total	12,378	62.3%	12,750	61.9%	13,011	61.7%

Source: Fact Book 2004

Table 12: Enrolment in College of the North Atlantic Programs
Newfoundland and Labrador

	2003	
	Total	**Women**
Academic, General and Transfer Studies	3,024	56%
Applied Arts	688	72%
Business Studies	1,316	84%
Health Sciences	355	87%
Information Technology	582	30%
Natural Resources	373	33%
Engineering Technology	1,413	18%
Industrial Trades	2,587	12%
Total	10,338	43%

Source: Enrolment Report: 2002-03 Annual Female Report

Table 13: Enrolment in Private College Programs
Newfoundland and Labrador

	2002		2003		2004	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Academic Access	26	38.5%	20	30.0%	26	50%
Applied Arts	468	71.8%	372	73.4%	338	79%
Business Studies	532	84.6%	660	79.5%	696	81%
Health Sciences	326	93.6%	312	93.9%	306	91%
Industrial Education	1,144	25.1%	1,116	23.2%	979	27%
Information Technology	375	32.5%	164	25.6%	142	18%
Natural Resources	35	25.7%	42	31.0%	24	33%
Total	2,906	52.3%	2,686	52.5%	2511	57%

Source: Department of Education

Table 14: Lone Parent Families
Newfoundland and Labrador

	1991		1996		2001	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Total 24 years and under	13,395	82.34%	15,220	84.66%	17,330	82.14%
All 18 years and over	3,340	75.00%	3,470	77.09%	3,145	73.13%
Some 18 and > and 17 and <	1,840	81.25%	1,500	81.67%	1,760	83.81%
All 17 years and <	8,210	85.63%	10,250	87.61%	12,425	84.10%
All < 6 years	2,135	91.57%	2,735	93.60%	3,750	88.00%
All 6-14 years	3,075	83.10%	4,105	86.48%	4,995	83.28%
All 15-17 years	1,020	76.96%	1,200	75.42%	1,520	73.03%
Some < 6 years and 6-14 years	1,035	90.34%	1,265	92.89%	975	87.18%
Some < 6 years and 15-17 years	60	100.00%	50	100.00%	60	100.00%
Some 6-14 years and 15-17years	810	83.95%	845	82.84%	1,035	86.96%
Some < 6 years, 6-14 years and 15-17 years	75	73.33%	50	70.00%	90	83.33%
Total 25 years and >	4,480	81.25%	5,260	82.70%	5,725	82.10%
Total – Lone Parent Families with children at home	17,875	82.07%	20,485	84.16%	23,050	82.15%

Source: Statistics Canada 2001 Census

Table 15: Subsidized Housing
Newfoundland and Labrador

	March 31, 2003		April 1, 2004	
	Total	Women	Total	Women
Single Parent Occupants	2,443	92.6%	2,455	92.6%
One Person Occupants	1,840	74.8%	2,039	71.5%
Total Units Occupied	6,442	65.9%	6,431	68.4%
Approved Applicants Awaiting Housing	505	64.7%	807	66.9%

Source: Newfoundland and Labrador Housing Corporation

Table 16: Individuals Doing Unpaid Work
Newfoundland and Labrador

	1996		2001	
	Total	Women	Total	Women
Total Individuals	437,340	222,690	419,015	215,590
Childcare				
No hours	60.76%	46.45%	62.55%	47.80%
Less than 5 hours	7.92%	46.62%	7.63%	48.18%
5 to 14 hours	9.59%	48.40%	8.72%	50.56%
15 to 29 hours	6.83%	54.33%	6.43%	54.59%
30 to 59 hours	5.54%	65.06%	5.33%	61.53%
60 hours or more	9.36%	75.24%	9.34%	71.43%
Housework				
No hours	14.95%	34.17%	13.03%	35.62%
Less than 5 hours	15.92%	35.02%	16.56%	38.54%
5 to 14 hours	25.34%	43.53%	26.56%	45.68%
15 to 29 hours	19.06%	58.35%	20.54%	57.80%
30 to 59 hours	15.25%	70.02%	14.50%	68.20%
60 hours or more	9.47%	78.86%	8.81%	74.17%
Care for Seniors				
No hours	83.95%	49.11%	81.57%	49.48%
Less than 5 hours	8.85%	56.43%	9.75%	55.65%
5 to 9 hours	3.63%	62.22%	4.44%	62.72%
10 hours or more	3.56%	68.20%	8.49%	67.84%

Sources: 2001 and 1996 Census

Table 17: Percentage of Population Aged 12+ by Frequency of Physical Activity by Gender
Newfoundland and Labrador

	1998-1999		2000-2001		2003	
	Men	Women	Men	Women	Men	Women
Physically Active	21.8%	15.7%	20.5%	13.5%	27.4%	16.7%
Moderately Active	21.8%	25.5%	20.1%	22.2%	22.8%	21.6%
Physically Inactive	53.0%	56.0%	51.1%	61.2%	46.5%	60.0%

Data Source: Statistics Canada, National Population Health Survey 1998-1999, cross sectional sample, health file; Canadian Community Health Survey, 2000-2001 and 2003.

Table 18: Percentage of Population Aged 12+ Who are Daily Smokers by Gender
Newfoundland and Labrador

	Men	Women
1998-1999	28.1	21.2
2000-2001	26.6	23.3
2003	22.2	17.7

Data Source: Statistics Canada, National Population Health Survey 1998-1999, cross sectional sample, health file; Canadian Community Health Survey, 2000-2001 and 2003.

Table 19: Percentage of Population Aged 18+ Who are Overweight
Newfoundland and Labrador

	Men	Women
1998-1999	47.5	31.4
2000-2001	44.0	31.8
2003	46.3	31.0

Data Source: Statistics Canada, National Population Health Survey 1998-1999, cross sectional sample, health file; Canadian Community Health Survey, 2000-2001 and 2003.

Note: The numbers represent the population aged 18 and over, excluding pregnant women and persons less than 3 feet tall or greater than 6 feet 11 inches tall. A definition change was implemented in 2004 to conform with Health Canada guidelines for body weight classification. A BMI of 25.0-29.9 is the internationally accepted standard for being overweight.

Table 20: Percentage of Population Aged 12+ With Various Conditions
Newfoundland and Labrador

	2000-2001		2003	
	Men	Women	Men	Women
Probable Risk of Depression; Aged 12+ [1,2]	2.9E	6.4	2.8E	6.9
Reporting Quite a Lot of Stress; Aged 18+	14.4	16.3	15.2	14.7
Contacted Mental Health Professionals in Last 12 Months; Aged 12+	4.1	7.1	4.0E	7.0

Data Source: Statistics Canada, Canadian Community Health Survey, 2000-2001 and 2003.

E: high sampling variability, interpret with caution.

[1] 2000-2001, Population aged 12+ who show symptoms of depression; based on responses to questions that establish the probability of suffering a major depressive episode.
[2] 2003, Population aged 12+ with a probability of 0.9 or greater of having experienced a major depressive episode in the past 12 months.

Table 21: Percentage of Women Who Had Medical Examinations
Newfoundland and Labrador

	2000-2001	2003
Women 18+ Who Had Breast Examinations Within the Last 12 Months.	45.9	*
Women 18+ Who Never Had a Breast Exam	27.6	*
Women 50-69 Who Had Routine Screening Mammogram Within the Last 2 Years	41.7	41.7
Women 18-69 Who Had Pap Smear Within the Last 3 Years.	77.1	78.6

Data Source: Statistics Canada, Canadian Community Health Survey, 2000-2001 and 2003.

*** Data unavailable: Breast Examinations were not selected as optional content for Newfoundland and Labrador in 2003.**

Table 22: Percentage of Female Deaths for Leading Causes of Death by Diagnosis (%)
Newfoundland and Labrador

ICD-10 Chapter	1998	1999	2000	2001
Diseases of the Circulatory System	47.0%	47.8%	46.3%	46.8%
Neoplasms	44.4%	42.8%	43.7%	40.2%
Diseases of the Respiratory System	40.4%	40.1%	36.1%	41.7%
Endocrine/Nutritional/Metabolic Disorders*	54.7%	55.1%	57.8%	57.9%
Injury and Poisoning / External Causes	30.0%	32.6%	31.3%	32.0%
Diseases of the Digestive System	46.5%	50.4%	44.8%	50.4%
Diseases of the Nervous System	50.9%	52.7%	61.6%	61.3%
Diseases of the Genitourinary System	57.7%	53.2%	54.4%	47.5%
Symptoms, Signs and Ill-defined Condition	54.5%	62.7%	79.1%	53.1%
Mental Disorders	57.3%	55.1%	53.8%	56.1%
Other	46.5%	66.3%	55.1%	48.3%

Data Source: Statistics Canada Annual Mortality Data Files

ICD-9, 10: Manual for the International Statistical Classification of Death, Disease and Injury; ICD-9 and 10 are the 9th and 10th editions, respectively.

Note: 2001 is the latest death data available from Newfoundland and Labrador Centre for Health Information. Data for 1998 and 1999 are classified according to ICD-9. Data for 2000 and 2001 are classified according to ICD-10. Use caution when comparing ICD-9 and ICD-10. Disease and Death categories may have changed from the 9th to the 10th edition.

* This category was listed as Endocrine and Immunity Disorders on previous table

Table 23: Sexually Transmitted Diseases
Newfoundland and Labrador

	1998		2000		2002	
	Total	Women	Total	Women	Total	Women
Reported Genital Chlamydia Cases	375	78.40%	609	81.12%	524	79.2%
Reported Gonorrhea Cases	2	0.00%	5	20.00%	9	44.4%
Reported Infectious Syphilis	0	0.00%	0	0.00%	0	0%
Reported HIV	14	42.86%	3	0.00%	1	0%
Reported AIDS	9	33.33%	2	0.00%	1	0%

Source: Department of Health and Community Services

Leadership and Decision Making

Table 24: Participation of Women in Leadership and Decision Making Roles 2004-2005

	Total	Women
Federal Government		
Election June 2, 1997	301	21%
Cabinet June 15, 1997	36	22%
Election November 27, 2000	301	21%
Cabinet May 15, 2003	39	23%
Senate December 24, 2002	98	35%
Senate September 24, 2004	92	36%
Provincial Government		
Election February 9, 1999	48	17%
Cabinet February 15, 1999	16	31%
Election October 21, 2003	48	21%
Cabinet November 6, 2003	14	29%
Provincial Employees in Deputy Minister Positions – September 2004	27	15%
Provincial Employees in Assistant Deputy Minister – September 2004	63	33%
Provincial Employees in Director Positions – November 2004	213	28%
Provincial Employees in Management Positions – November 2004	644	30%
Municipal Government		
Election September 25, 2001	1,734	29%
Other		
Appointments to Agencies, Boards and Commissions 2003-2004	222	35%
Appointments to Agencies, Boards and Commissions 2004-2005	230	36%
Regional Economic Development Boards 2003	306	37%
Regional Economic Development Boards 2004	298	24%
Health Boards 2003-2004	180	45%
Health Boards 2004-2005	63	54%
School Boards 2003-2004	148	28%
School Boards 2004-2005	55	31%

Sources: Various